**GOVERNMENT OF ANDHRA PRADESH**
**ABSTRACT**

Public Services - Higher Education Department - Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 - Constitution of "Internal Committee" in Higher Education Department - Orders - Issued.

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**HIGHER EDUCATION (OP) DEPARTMENT**

**G.O. Rt. No.108** **Dated:01-07-2024**

**Read the following**

1. Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 & the Repealing and Amending Act, 2016 No.23 of 2016.
2. General Administration (SU.I) Department, U.O. Note No.2438656 /A1 /SU.I /2024, dated:24.05.2024.
3. U.O. Note No.WDC1/2082497/2024-PROG-II-A-1,dt.26.06.2024 of Department for Women, Children Differently Abled and Senior Citizens.

**ORDER:-**

In the reference 1st read above, the Ministry of Law and Justice, Government of India, New Delhi, have enacted the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013(Act No.14 of 2013) and Rules under the said Act for giving effect to the said convention of protection of women against sexual harassment at workplace. As per Sub-Section (1) of Section 4 of the said Act an (Internal Complaints Committee" shall be constituted at workplace by an order in writing and under Sub Section (2) of Section 4 of the Act, the said committee shall consist of Presiding Officer who shall be a women employer at senior level and other members, with not less than one-half of the total member nominated to the said committee shall be women and one representative from NGO.

**2.** Further, the Ministry of Law and Justice, Government of India, New Delhi, have made certain amendments to the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 in the Repealing and Amending Act, 2016 (No.23 of 2016) dt.06.05.2016. Accordingly, the words "Internal Committee" substituted in place of the words "Internal Complaints Committee".

**3.** After careful examination of the matter, as per Sub-Section (2) of Section (4) of the act, Government hereby constitute a "Internal Committee" (IC) in the Higher Education Department, A.P. Secretariat, on sexual Harassment of Women in Higher Education Department with the following members:-

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| 1. | Smt.S.Siva Naga Rajeswari,<br>Assistant Secretary to Government | Presiding Officer |
| 2 | Sri K.Chandra Mouli,<br>Assistant Secretary to Government (I/c) | Member |
| 3 | Smt. Shaik Kousar Jaan,<br>Section Officer | Member |
| 4. | Smt. Vasantha Lakshmi,<br>Assistant Section Officer | Member |

**4.** The Presiding Officer and every member of the Internal Committee shall hold office for such period, not exceeding three years, from the date of their nomination as may be specified by the employer.

**(P.T.O)**

**5.** The members appointed from amongst Non-Governmental Organization shall be paid such fee or allowance for holding the proceedings of the Internal Committee, by the employer, as prescribed in the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 Act.

**6.** The Presiding Officer or any Member of the Internal Committee shall be removed from the committee on the following grounds:

(a) Contravenes the provisions of section 16; or
(b) has been convicted for an offence or an inquiry into an offence under any law for the time being in force is pending against him; or
(c) has been found guilty in any disciplinary proceedings or a disciplinary proceeding is pending against him/her; or
(d) has so abused his/her position as to render his/her continuance in office prejudicial to the public interest. The vacancy so created or any casual vacancy shall be filled by fresh nomination in accordance with the provisions of this section.

**7.** The Internal Committee shall act as per the provisions of the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 & the Repealing and Amending Act, 2016 No.23 of 2016.

**(BY ORDER AND IN THE NAME OF THE GOVERNOR OF ANDHRA PRADESH)**

**SAURABH GAUR**
**SECRETARY TO GOVERNMENT**

**To**
The Presiding Officer & Members of the concerned of the Committee.

**Copy To:**

1.The P.S to Secretary to Government, Higher Education Department.
2. The General Administration (SU.I) Department.
3. Department for Women, Children Differently Abled and Senior Citizens. (Prog. II) Department.

**// FORWARDED:: BY ORDER //**

**SECTION OFFICER.**